



Missouri Department of Higher Education

## **2008 President's/Chancellor's Compensation Survey**

**July 2008**

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## **Public Four-Year Universities**

## 2008 President's/Chancellor's Compensation Survey

Name: Dr. Henry Givens, Jr., President  
 Institution: Harris-Stowe State University  
 Phone: 314.340.3321  
 Contact Person: Constance G. Gully, CPA

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 195,700			\$ 201,571		
Medical/dental/vision insurance for self	\$ 5,810		\$ 790	\$ 5,477		\$ 419
Medical/dental/vision insurance for spouse/family	\$ 5,547		\$ 5,547	\$ 5,633		\$ 5,633
Long-term disability for self	\$ 4,440		\$ 4,112	\$ 4,738		\$ 4,396
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 143,996		\$ 119,102	\$ 169,602		\$ 143,719
Other (please specify)						
Additional life insurance	Value					
Contribution	\$ 1,395					
Annuity	Value					
Contribution	\$ 45,000					
TOTAL	\$ 355,493	\$ -	\$ 129,551	\$ 387,021	\$ -	\$ 154,167

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ 55,000			\$ 55,000		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ 11,771			\$ 10,116		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ 7,354			\$ 7,979		
Other (please specify)						
TOTAL	\$ 74,125	\$ -	\$ -	\$ 73,095	\$ -	\$ -

## 2008 President's/Chancellor's Compensation Survey

Name: Dr. Carolyn R. Mahoney  
 Institution: Lincoln University  
 Phone: 573.681.5044  
 Contact Person: Turu Negash, Controller

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 155,000			\$ 175,000		
Medical/dental/vision insurance for self	\$ 4,140			\$ 4,507		
Medical/dental/vision insurance for spouse/family	\$ 4,124		\$ 4,124	\$ -		\$ 4,499
Long-term disability for self	\$ 853			\$ 963		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 19,809			\$ 22,470		
Other (please specify)						
Annuity	\$ -		\$ 17,000	\$ -		\$ 17,000
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$ 183,925	\$ -	\$ 21,124	\$ 202,940	\$ -	\$ 21,499

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ 18,000			\$ 18,000		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ -			\$ -		
Automobile allowance (provided for private lease/purchase)	\$ 7,200			\$ 7,200		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
TOTAL	\$ 25,200	\$ -	\$ -	\$ 25,200	\$ -	\$ -

## 2008 President's/Chancellor's Compensation Survey

Name: **Dr. Bruce Speck**

Institution: **Missouri Southern State University**

Phone: **417.625.9805**

Contact Person: **Dr. Theresa Agee (Sr. VP for Business Affairs)**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 168,518			\$ 180,000		
Medical/dental/vision insurance for self	\$ 4,289			\$ 4,678		
Medical/dental/vision insurance for spouse/family	\$ -			\$ -		
Long-term disability for self	\$ 216			\$ 356		
Deferred compensation	\$ 16,000		\$ 16,000	\$ 16,000		\$ 16,000
Retirement benefit	\$ 28,374			\$ 18,573		
Other (please specify)						
Additional life insurance	Value					
	\$ 169,000					
Annuity	Value					
TOTAL	\$ 217,397	\$ -	\$ 16,000	\$ 219,607	\$ -	\$ 16,000

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ 37,500			\$ 40,000		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ 3,736			\$ 3,800		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ 2,541			\$ 2,000		
Club/other memberships	\$ 3,186			\$ 3,200		
Other (please specify)						
TOTAL	\$ 46,963	\$ -	\$ -	\$ 49,000	\$ -	\$ -

## 2008 President's/Chancellor's Compensation Survey

Name: Michael T. Nietzel, President  
 Institution: Missouri State University  
 Phone: 417.836.4854  
 Contact Person: Kent Kay, Chief Financial Officer

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 247,200			\$ 257,088		
Medical/dental/vision insurance for self	\$ 4,803			\$ 4,803		
Medical/dental/vision insurance for spouse/family	\$ 4,776			\$ 3,871		
Long-term disability for self	\$ 420			\$ 437		
Deferred compensation	\$ 19,832			\$ 20,856		
Retirement benefit	\$ 24,463			\$ 25,416		
Other (please specify)						
Basic Life	\$ 468			\$ 468		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$ 301,963	\$ -	\$ -	\$ 312,939	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ 45,000			\$ 45,000		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ 4,754			\$ 4,754		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ 1,873			\$ 1,712		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -	\$ 4,524		\$ -	\$ 665	
Club/other memberships	\$ -	\$ 5,176		\$ -	\$ 6,450	
Other (please specify)						
TOTAL	\$ 51,627	\$ 9,700	\$ -	\$ 51,466	\$ 7,115	\$ -

## 2008 President's/Chancellor's Compensation Survey

Name: **Kent Thomas, Chancellor (7/06 - 1/07)**  
Institution: **Missouri State University - West Plains Campus**  
Phone: **417.836.4854**  
Contact Person: **Kent Kay, Chief Financial Officer**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 64,049			\$ -		
Medical/dental/vision insurance for self	\$ 2,956			\$ -		
Medical/dental/vision insurance for spouse/family	\$ -			\$ -		
Long-term disability for self	\$ 109			\$ -		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 8,632			\$ -		
Other (please specify)				\$ -		
Basic Life	\$ 100			\$ -		
				\$ -		
				\$ -		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$ 75,846	\$ -	\$ -	\$ -	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ 3,413			\$ -		
Utilities	\$ 3,040			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ 2,881			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ -			\$ -		
Automobile allowance (provided for private lease/purchase)	\$ 3,500			\$ -		
Automobile repair/maintenance/mileage	\$ 2,223			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ 1,073			\$ -		
Club/other memberships	\$ 32			\$ -		
Other (please specify)						
TOTAL	\$ 16,162	\$ -	\$ -	\$ -	\$ -	\$ -



## 2008 President's/Chancellor's Compensation Survey

Name: **Dennis Lancaster, Acting Chancellor (2/07 - 6/07)**

Institution: **Missouri State University - West Plains Campus**

Phone: **417.836.4854**

Contact Person: **Kent Kay, Chief Financial Officer**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 33,333			\$ -		
Medical/dental/vision insurance for self	\$ 2,001			\$ -		
Medical/dental/vision insurance for spouse/family	\$ -			\$ -		
Long-term disability for self	\$ 31			\$ -		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 2,620			\$ -		
Other (please specify)				\$ -		
Basic Life	\$ 33			\$ -		
Additional life insurance	Value					
Annuity	Value					
<b>TOTAL</b>	<b>\$ 38,018</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ 2,500			\$ -		
Automobile allowance (provided for private lease/purchase)	\$ 1,830			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
<b>TOTAL</b>	<b>\$ 4,330</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

## 2008 President's/Chancellor's Compensation Survey

Name: **Drew Bennett, Chancellor (FY 2008)**

Institution: **Missouri State University - West Plains Campus**

Phone: **417.836.4854**

Contact Person: **Kent Kay, Chief Financial Officer**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary				\$ 126,032		
Medical/dental/vision insurance for self				\$ 396		
Medical/dental/vision insurance for spouse/family				\$ -		
Long-term disability for self				\$ 214		
Deferred compensation				\$ -		
Retirement benefit				\$ 16,953		
Other (please specify)						
Basic Life				\$ 198		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$ -	\$ -	\$ -	\$ 143,793	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing				\$ 6,240		
Utilities				\$ 5,001		
Housing allowance (provided for private rent/lease/purchase)				\$ -		
Housekeeper				\$ -		
Custodian, groundskeeper				\$ 5,092		
Insurance for personal property				\$ -		
Entertainment				\$ -	\$ 1,236	
Automobile				\$ -		
Automobile allowance (provided for private lease/purchase)				\$ 6,000		
Automobile repair/maintenance/mileage				\$ 3,021		
Professional development				\$ -		
Expense for spouse/family to attend meetings				\$ -	\$ 5	
Club/other memberships				\$ -	\$ 1,652	
Other (please specify)						
TOTAL	\$ -	\$ -	\$ -	\$ 25,354	\$ 2,893	\$ -

## 2008 President's/Chancellor's Compensation Survey

Name: Dr. James Scanlon

Institution: Missouri Western State University

Phone: 816.271.4287

Contact Person: Jan Aspelund, Director of Human Resources

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 174,000			\$ 185,000		
Medical/dental/vision insurance for self	\$ 5,239			\$ 5,239		
Medical/dental/vision insurance for spouse/family	\$ -			\$ -		
Long-term disability for self	\$ 321			\$ 407		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 22,115			\$ 23,754		
Other (please specify)						
Basic Life	\$ 438			\$ 501		
AD&D	\$ 42			\$ 45		
Additional life insurance	Value					
	\$174,000					
Annuity	Value					
TOTAL	\$ 202,155	\$ -	\$ -	\$ 214,946	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ 30,500			\$ 30,500		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ -			\$ -		
Automobile allowance (provided for private lease/purchase)	\$ 10,000			\$ 12,500		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ 1,200			\$ 1,500		
Other (please specify)						
TOTAL	\$ 41,700	\$ -	\$ -	\$ 44,500	\$ -	\$ -

## 2008 President's/Chancellor's Compensation Survey

Name: Dean L. Hubbard, President

Institution: Northwest Missouri State University

Phone: 660.562.1128

Contact Person: Mary Throener, Human Resource Director

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 189,589			\$ 197,173		
Medical/dental/vision insurance for self	\$ 5,575			\$ 5,575		
Medical/dental/vision insurance for spouse/family	\$ 8,362		\$ 8,362	\$ 8,362		\$ 8,362
Long-term disability for self	\$ 380			\$ 395		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 24,343			\$ 24,706		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
	\$ 53,806					
TOTAL	\$ 282,055	\$ -	\$ 8,362	\$ 236,211	\$ -	\$ 8,362

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	University Grounds			\$ -		
Utilities	Not Metered			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ 25,147			\$ 26,153		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ 444			\$ 450		
Entertainment	\$ 12,500			\$ 12,500		
Automobile	\$ 21,600			\$ 21,600		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
TOTAL	\$ 59,691	\$ -	\$ -	\$ 60,703	\$ -	\$ -

## 2008 President's/Chancellor's Compensation Survey

Name: **Kenneth W. Dobbins**  
Institution: **Southeast Missouri State University**  
Phone: **573.651.2206**  
Contact Person: **Carmen McNeely, Operations Manager, Human Resources**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 154,108			\$ 174,109		
Medical/dental/vision insurance for self	\$ 4,931			\$ 4,725		
Medical/dental/vision insurance for spouse/family	\$ -			\$ -		
Long-term disability for self	\$ 149			\$ 149		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 19,788			\$ 22,356		
Other (please specify)	\$ 975			\$ 975		
Life insurance, AD&D, Employee Assistance	\$ -			\$ -		
Program, Parking, and Cafeteria Plan	\$ -			\$ -		
Additional life insurance	Value					
Annuity	Value					
	\$ 20,000					
TOTAL	\$ 199,951	\$ -	\$ -	\$ 202,314	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ 26,000			\$ 30,000		
Utilities	\$ -			\$ -		
Housing allowance provided for private rent/lease/purchase	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ -			\$ -		
Automobile allowance (provided for private lease/purchase)	\$ -	\$ 349		\$ -	\$ 350	
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
TOTAL	\$ 26,000	\$ 349	\$ -	\$ 30,000	\$ 350	\$ -

## 2008 President's/Chancellor's Compensation Survey

Name: Barbara Dixon  
 Institution: Truman State University  
 Phone: 660.785.4100  
 Contact Person: Dave Rector

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 199,080			\$ 205,050		
Medical/dental/vision insurance for self	\$ 4,896			\$ 4,887		
Medical/dental/vision insurance for spouse/family	\$ -			\$ -		
Long-term disability for self	\$ 350			\$ 352		
Deferred compensation	\$ 10,000			\$ 10,000		
Retirement benefit	\$ 16,392			\$ 16,925		
Other (please specify)						
ADD	\$ 72			\$ 74		
Life	\$ 564			\$ 581		
FICA/Medicare	\$ 9,104			\$ 9,301		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$ 240,458	\$ -	\$ -	\$ 247,170	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ 10,000			\$ 10,500		
Housing allowance provided for private rent/lease/purchase	\$ -			\$ -		
Housekeeper	\$ 2,850			\$ 2,936		
Custodian, groundskeeper	\$ 1,850			\$ 1,906		
Insurance for personal property	\$ 680			\$ 638		
Entertainment	\$ -	\$ 4,238		\$ -	\$ 5,000	
Automobile	\$ 740			\$ 521		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
TOTAL	\$ 16,120	\$ 4,238	\$ -	\$ 16,501	\$ 5,000	\$ -

## 2008 President's/Chancellor's Compensation Survey

Name: Dr. Aaron Podolefsky  
 Institution: University of Central Missouri  
 Phone: 660.543.4883  
 Contact Person: Dorothy Salsman, Director of Budget and Planning

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 208,000			\$ 215,280		
Medical/dental/vision insurance for self	\$ 4,759			\$ 4,957		
Medical/dental/vision insurance for spouse/family	\$ 588			\$ 724		
Long-term disability for self	\$ 706			\$ 734		
Deferred compensation	\$ 10,000			\$ 15,000		
Retirement benefit	\$ 16,307			\$ 16,944		
Other (please specify)	\$ -			\$ -		
AD&D	\$ 96			\$ 96		
Life insurance	\$ 701			\$ 701		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$ 241,157	\$ -	\$ -	\$ 254,436	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -		\$ 12,000	\$ -		\$ 12,000
Utilities	\$ 15,454			\$ 15,620		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ 18,000			\$ 18,000		
Custodian, groundskeeper	\$ 48,262			\$ 45,985		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -	\$ 30,000		\$ -	\$ 30,000	
Automobile	\$ -			\$ -		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ 2,164			\$ 2,604		
Professional development	\$ 5,766			\$ 6,000		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ 355			\$ 355		
Other (please specify)						
TOTAL	\$ 90,001	\$ 30,000	\$ 12,000	\$ 88,564	\$ 30,000	\$ 12,000

## 2008 President's/Chancellor's Compensation Survey

Name: **Gary Forsee - President**

Institution: **University of Missouri System**

Contact Person: **William E. Edwards Jr. 573.882.3006**

**Nathan Billings 573.882.3006**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary (Based on Sept 1 increase schedule/budget guidelines)	Vacant			\$ 400,000		
Medical Self+Spouse PLAN combined (Based on rates and subsidies in effect Jan of corresponding calendar year)	\$ -			\$ 7,093		
DENTAL Self+Spouse PLAN combined (Based on rates and subsidies in effect Jan of corresponding calendar year)	\$ -			\$ 328		
Long-term disability for self	\$ -			\$ 465		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ -			\$ 31,920		
Other (please specify)	\$ -					
Annual Performance Incentive				\$ 100,000		
Annual Life Insurance Premium				\$ 238		
Life insurance	Value					
Annuity	Value					
TOTAL	\$0	\$0	\$0	\$540,043	\$0	\$0

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property.)

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing (1) (Based on 2002 rental valuation performed by outside company - rates have been adjusted by 3% annually)						\$ 88,838
Utilities	x			x		
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper	x			x		
Custodian, groundskeeper	x			x		
Insurance for personal property						
Entertainment	x*			x*		
Automobile (2) (provided for private lease/purchase)						\$ 22,568
Automobile repair/maintenance/mileage	x			x		
Professional development	x*			x*		
Expense for spouse/family to attend meetings	x*			x*		
Club/other memberships						
Other (please specify)						
TOTAL	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 111,406

X indicator that benefit / perquisite is made available to incumbent

\* Sometimes - depending on event & if of benefit to University

(1) Reported valuation last performed June 2002 and determined \$6,200/mo. Entertainment areas included in valuation.

(2) Based on lease value for a Cadillac DTS ISE 4dr sedan; 15,000 miles; no down payment; 3 year lease; LeaseCompare.com and Automobile Consumer Services Inc -- FY'07 based on taking a 3% reduction on 2008 number



## 2008 President's/Chancellor's Compensation Survey

Name: **Dr. Brady Deaton - Chancellor**

Institution: **University of Missouri - Columbia**

Contact Person: **William E. Edwards Jr. 573.882.3006**

**Nathan Billings 573.882.3006**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary (Based on Sept 1 increase schedule/budget guidelines)	\$ 287,973			\$ 296,138		
Medical SELF PLUS SPOUSE (Based on rates and subsidies in effect Jan of corresponding calendar year)	\$ 7,093			\$ 7,093		
DENTAL SELF PLUS SPOUSE (Based on rates and subsidies in effect Jan of corresponding calendar year)	\$ 328			\$ 328		
Long-term disability for self	\$ 465			\$ 465		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 25,107			\$ 23,747		
Other (please specify)						
401 Retirement	\$ 42,000			\$ 42,000		
Annual Life Insurance Premium	\$ 229			\$ 165		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$ 363,194	\$ -	\$ -	\$ 369,936	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property.)

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing			\$ 86,250			\$ 88,838
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment	x*			x*		
Automobile (2) (provided for private lease/purchase)			\$ 21,910			\$ 22,568
Automobile repair/maintenance/mileage	x			x		
Professional development	x*			x*		
Expense for spouse/family to attend meetings	x*			x*		
Club/other memberships		x			x	
Other (please specify)						
TOTAL	\$ -	\$ -	\$ 108,160	\$ -		\$ 111,406

X\* indicator that benefit / perquisite is made available to incumbent

\* Sometimes - depending on event & if of benefit to University

(2) Based on lease value for a Cadillac DTS ISE 4dr sedan; 15,000 miles; no down payment; 3 year lease; LeaseCompare.com and Automobile Consumer Services Inc -- FY'07 based on taking a 3% reduction on 2008 number

## 2008 President's/Chancellor's Compensation Survey

Name: **Dr. Guy Bailey - Chancellor**

Institution: **University of Missouri - Kansas City**

Contact Person: **William E. Edwards Jr. 573.882.3006**

**Nathan Billings 573.882.3006**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard
Base salary (Based on Sept 1 increase schedule/budget guidelines)	\$ 261,375			\$ 269,217		
Medical SELF+Children (Based on rates and subsidies in effect Jan of corresponding calendar year)	\$ 5,423			\$ 5,423		
DENTAL-SELF+Children (Based on rates and subsidies in effect Jan of corresponding calendar year)	\$ 397			\$ 397		
Long-term disability for self	\$ 465			\$ 465		
Deferred compensation - SEE EXPLANATORY NOTE	\$ -			\$ -		
Retirement benefit	\$ 22,824			\$ 21,588		
Other (please specify)						
401 Retirement	\$ 42,418			\$ 43,691		
Annual Life Insurance Premium	\$ 156			\$ 161		
Life Insurance	Value					
Annuity	Value					
<b>TOTAL</b>	<b>\$ 333,059</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 340,943</b>	<b>\$ -</b>	<b>\$ -</b>

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property.)

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	x**		\$ 43,100	x**		\$ 44,400
Utilities	x			x		
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper	x			x		
Custodian, groundskeeper	x			x		
Insurance for personal property	x			x		
Entertainment	x*			x*		
Automobile (2) (provided for private lease/purchase)			\$ 21,910			\$ 22,568
Automobile repair/maintenance/mileage	x			x		
Professional development	x*			x*		
Expense for spouse/family to attend meetings						
Club/other memberships		x			x	
Other (please specify)						
<b>TOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 65,010</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 66,968</b>

X indicator that benefit / perquisite is made available to incumbent

\* Sometimes - depending on event & if of benefit to University

\*\* No external appraisal of rental value performed.

(2) Based on lease value for a Cadillac DTS ISE 4dr sedan; 15,000 miles; no down payment; 3 year lease; LeaseCompare.com and Automobile Consumer Services Inc -- FY'07 based on taking a 3% reduction on 2008 number

## 2008 President's/Chancellor's Compensation Survey

Name: **Dr. John Carney - Chancellor**

Institution: **Missouri University of Science & Technology**

Contact Person: **William E. Edwards Jr. 573.882.3006**

**Nathan Billings 573.882.3006**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard
Base salary (Based on Sept 1 increase schedule/budget guidelines)	\$ 261,375			\$ 269,217		
Medical SELF+Spouse-(Based on rates and subsidies in effect Jan of corresponding calendar year)	\$ 7,093			\$ 7,093		
DENTAL-(Based on rates and subsidies in effect Jan of corresponding calendar year)	Waived			Waived		
Long-term disability for self	\$ 465			\$ 465		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 22,824			\$ 21,588		
Other (please specify)						
401 Retirement	\$ 41,999			\$ 42,000		
Annual Life Insurance Premium	\$ 73			\$ 75		
Life Insurance	Value					
Annuity	Value					
TOTAL	\$ 333,829	\$ -	\$ -	\$ 340,439	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property.)

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing			\$ 46,730			\$ 48,132
Utilities	x			x		
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper	x			x		
Custodian, groundskeeper	x			x		
Insurance for personal property						
Entertainment	x*			x*		
Automobile (2) (provided for private lease/purchase)			\$ 21,910			\$ 22,568
Automobile repair/maintenance/mileage	x			x		
Professional development	x*			x*		
Expense for spouse/family to attend meetings	x*			x*		
Club/other memberships						
Other (please specify)						
TOTAL	\$ -	\$ -	\$ 68,640	\$ -	\$ -	\$ 70,700

X indicator that benefit / perquisite is made available to incumbent

\* Sometimes - depending on event & if of benefit to University

\*\* No appraisal of rental value performed.

(2) Based on lease value for a Cadillac DTS ISE 4dr sedan; 15,000 miles; no down payment; 3 year lease; LeaseCompare.com and Automobile Consumer Services Inc -- FY'07 based on taking a 3% reduction on 2008 number

## 2008 President's/Chancellor's Compensation Survey

Name: **Dr. Thomas F. George - Chancellor**

Institution: **University of Missouri - St. Louis**

Contact Person: **William E. Edwards Jr. 573.882.3006**

**Nathan Billings 573.882.3006**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard
Base salary (Based on Sept 1 increase schedule/budget guidelines)	\$ 269,217			\$ 277,293		
Medical-SELF (Based on rates and subsidies in effect Jan of corresponding calendar year)	\$ 3,210			\$ 3,210		
DENTAL-SELF (Based on rates and subsidies in effect Jan of corresponding calendar year)	\$ 164			\$ 164		
Long-term disability for self	\$ 465			\$ 465		
Deferred compensation						
Retirement benefit	\$ 23,509			\$ 22,236		
Other (please specify)						
401 Retirement	\$ 42,000			\$ 42,000		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$ 338,565	\$ -	\$ -	\$ 345,368	\$ -	\$ -

Salary and valuations annualized; Interim incumbent employed less than a full year

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property.)

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing(1)			\$ 69,108			\$ 71,172
Utilities	x			x		
Housing allowance provided for private rent/lease/purchase)						
Housekeeper	x			x		
Custodian, groundskeeper	x			x		
Insurance for personal property						
Entertainment	x*			x*		
Automobile (2) (provided for private lease/purchase)			\$ 21,910			\$ 22,568
Automobile repair/maintenance/mileage	x			x		
Professional development	x			x		
Expense for spouse/family to attend meetings	x*			x*		
Club/other memberships		x			x	
Other (please specify)						
TOTAL	\$ -	\$ -	\$ 91,018	\$ -	\$ -	\$ 93,740

X indicator that benefit / perquisite is made available to incumbent

\* Sometimes - depending on event & if of benefit to University

\*\* No appraisal of rental value performed.

(1) Based on Market Rent Analysis

(2) Based on lease value for a Cadillac DTS ISE 4dr sedan; 15,000 miles; no down payment; 3 year lease; LeaseCompare.com and Automobile Consumer Services Inc -- FY'07 based on taking a 3% reduction on 2008 number

# **State Technical College**

## 2008 President's/Chancellor's Compensation Survey

Name: Dr. Donald Claycomb  
 Institution: Linn State Technical College  
 Phone: 573.897.5000  
 Contact Person: John Nilges

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 135,907			\$ 149,498		
Medical/dental/vision insurance for self	\$ 4,847			\$ 5,613		
Medical/dental/vision insurance for spouse/family	\$ -			\$ -		
Long-term disability for self	\$ 775			\$ 852		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 17,369			\$ 19,196		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$ 158,898	\$ -	\$ -	\$ 175,159	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ 19,972			\$ -		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ 8,637			\$ 8,401		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
TOTAL	\$ 28,609	\$ -	\$ -	\$ 8,401	\$ -	\$ -

# **Public Two-Year Colleges**

## 2008 President's/Chancellor's Compensation Survey

Name: Alan Marble  
 Institution: Crowder College  
 Phone: 417.455.5675  
 Contact Person: Gale Lynch

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 120,000			\$ 126,000		
Medical/dental/vision insurance for self	\$ 4,047			\$ 4,281		
Medical/dental/vision insurance for spouse/family	\$ -			\$ -		
Long-term disability for self	\$ -			\$ -		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 15,506			\$ 16,937		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$ 139,553	\$ -	\$ -	\$ 147,218	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ -			\$ -		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
TOTAL	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -



## 2008 President's/Chancellor's Compensation Survey

Name: **Edward D. Jackson**  
Institution: **East Central College**  
Phone: **636.583.5193**  
Contact Person: **Jon Bauer, 636.583.5195, ext 2232**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 131,250			\$ 139,125		
Medical/dental/vision insurance for self	\$ -			\$ -		
Medical/dental/vision insurance for spouse/family	\$ -			\$ -		
Long-term disability for self	\$ -			\$ -		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 15,750			\$ 17,391		
Other (please specify):	\$ 11,526		\$ 5,762	\$ 11,526		\$ 5,762
Other compensation reflects cash value of health, dental and vision insurance for employee and spouse.	\$ -					
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$ 158,526	\$ -	\$ 5,762	\$ 168,042	\$ -	\$ 5,762

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ 10,800			\$ 10,800		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
TOTAL	\$ 10,800	\$ -	\$ -	\$ 10,800	\$ -	\$ -

## 2008 President's/Chancellor's Compensation Survey

Name: Dr. Wayne H. Watts  
Institution: Jefferson College  
Phone: 636.797.3000 Ext 124  
Contact Person: Debbie Higginbotham

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 131,735			\$ 155,000		
Medical/dental/vision insurance for self	\$ 5,736			\$ 6,224		
Medical/dental/vision insurance for spouse/family	\$ -			\$ -		
Long-term disability for self	\$ 240			\$ 240		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 17,181			\$ 20,941		
Other (please specify)						
Annual Life Insurance Premium	\$ 70			\$ 70		
Additional life insurance	Value					
	\$ 20,000					
Annuity	Value					
TOTAL	\$ 154,962	\$ -	\$ -	\$ 182,475	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ 5,700			\$ 6,300		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)	\$ -			\$ -		
Cell Phone	\$ 681			\$ 681		
TOTAL	\$ 6,381	\$ -	\$ -	\$ 6,981	\$ -	\$ -

## 2008 President's/Chancellor's Compensation Survey

Name: **Jacqueline I. Snyder, Chancellor**  
Institution: **Metropolitan Community College**  
Phone: **816.759.1410**  
Contact Person: **Al Tunis - 816.759.1020**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 190,000			\$ 220,000		
Medical/dental/vision insurance for self	\$ 5,420			\$ 5,058		
Medical/dental/vision insurance for spouse/family	\$ 2,765			\$ 2,445		
Long-term disability for self	\$ 1,083			\$ 1,254		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 22,473			\$ 28,132		
Other (please specify)						
403B	\$ 1,000			\$ 1,000		
Annual Life Insurance Premium	\$ 2,257		\$ 752	\$ 2,613		\$ 871
Life Insurance	Value					
	\$ 190,000					
Annuity	Value					
<b>TOTAL</b>	<b>\$ 224,998</b>	<b>\$ -</b>	<b>\$ 752</b>	<b>\$ 260,502</b>	<b>\$ -</b>	<b>\$ 871</b>

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property.)

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -	\$ 5,000		\$ -	\$ 4,500	
Automobile	\$ -			\$ -		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ 2,851			\$ 2,265		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ 1,204			\$ 1,640		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
<b>TOTAL</b>	<b>\$ 4,055</b>	<b>\$ 5,000</b>	<b>\$ -</b>	<b>\$ 3,905</b>	<b>\$ 4,500</b>	<b>\$ -</b>

## 2008 President's/Chancellor's Compensation Survey

Name: **Malcolm T. Wilson - Retired 6/30/07**

Institution: **Metropolitan Community College - Blue River**

Phone: **816.220.6542**

Contact Person: **Al Tunis - 816.759.1020**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 140,987			\$ -		
Medical/dental/vision insurance for self	\$ 5,420			\$ -		
Medical/dental/vision insurance for spouse/family	\$ -			\$ -		
Long-term disability for self	\$ 804			\$ -		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 16,837			\$ -		
Other (please specify)				\$ -		
403B	\$ 1,000			\$ -		
Flex Account	\$ 983			\$ -		
Annual Life Insurance Premium	\$ 1,675		\$ 558	\$ -		
Life Insurance	Value					
	\$ 141,000					
Annuity	Value					
TOTAL	\$ 167,706	\$ -	\$ 558	\$ -	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property.)

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ -			\$ -		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
Auto Fluids	\$ 1,738					
TOTAL	\$ 1,738	\$ -	\$ -	\$ -	\$ -	\$ -

## 2008 President's/Chancellor's Compensation Survey

Name: J. Gary Sage, President  
 Institution: Metropolitan Community College - Business & Technology  
 Phone: 816.482.5610  
 Contact Person: Al Tunis - 816.759.1020

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 126,405			\$ 132,725		
Medical/dental/vision insurance for self	\$ 5,159			\$ 5,058		
Medical/dental/vision insurance for spouse/family	\$ 1,752			\$ 2,171		
Long-term disability for self	\$ 721			\$ 757		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 15,130			\$ 17,223		
Other (please specify)						
403B	\$ 1,000			\$ 1,000		
Annual Life Insurance Premium	\$ 1,497		\$ 499	\$ 1,568		\$ 523
Life Insurance	Value					
	\$ 126,000					
Annuity	Value					
TOTAL	\$ 151,664	\$ -	\$ 499	\$ 160,502	\$ -	\$ 523

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property.)

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ -			\$ -		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
Auto fluids	\$ 2,313			\$ 2,689		
TOTAL	\$ 2,313	\$ -	\$ -	\$ 2,689	\$ -	\$ -

## 2008 President's/Chancellor's Compensation Survey

Name: **Fred L. Grogan, President**

Institution: **Metropolitan Community College - Longview**

Phone: **816.672.2414**

Contact Person: **Al Tunis - 816.759.1020**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 140,987			\$ 148,036		
Medical/dental/vision insurance for self	\$ 5,420			\$ 5,058		
Medical/dental/vision insurance for spouse/family	\$ 5,122			\$ 4,417		
Long-term disability for self	\$ 804			\$ 844		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 16,837			\$ 19,137		
Other (please specify)						
403B	\$ 1,000			\$ 1,000		
Annual Life Insurance Premium	\$ 1,675		\$ 558	\$ 1,758		\$ 586
Life Insurance	Value					
	\$ 141,000					
Annuity	Value					
<b>TOTAL</b>	<b>\$ 171,845</b>	<b>\$ -</b>	<b>\$ 558</b>	<b>\$ 180,250</b>	<b>\$ -</b>	<b>\$ 586</b>

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property.)

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ -			\$ -		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
Auto fluids	\$ 1,746			\$ 2,044		
<b>TOTAL</b>	<b>\$ 1,746</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 2,044</b>	<b>\$ -</b>	<b>\$ -</b>

## 2008 President's/Chancellor's Compensation Survey

Name: **Merna S. Saliman, President**  
Institution: **Metropolitan Community College - Maple Woods**  
Phone: **816.437.3046**  
Contact Person: **Al Tunis - 816.759.1020**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 140,987			\$ 148,036		
Medical/dental/vision insurance for self	\$ 5,220			\$ 5,058		
Medical/dental/vision insurance for spouse/family	\$ 2,765			\$ 2,445		
Long-term disability for self	\$ 776			\$ 844		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 16,265			\$ 19,136		
Other (please specify)						
403B	\$ 1,000			\$ 1,000		
Annual Life Insurance Premium	\$ 1,675		\$ 558	\$ 1,758		\$ 586
Life Insurance	Value					
	\$ 141,000					
Annuity	Value					
<b>TOTAL</b>	<b>\$ 168,688</b>	<b>\$ -</b>	<b>\$ 558</b>	<b>\$ 178,277</b>	<b>\$ -</b>	<b>\$ 586</b>

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property.)

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ -			\$ -		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
Auto fluids	\$ 1,945			\$ 1,789		
<b>TOTAL</b>	<b>\$ 1,945</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,789</b>	<b>\$ -</b>	<b>\$ -</b>

## 2008 President's/Chancellor's Compensation Survey

Name: **Joseph Seabrooks, President New 9/24/07 75%**  
Institution: **Metropolitan Community College - Maple Woods**  
Phone: **816.437.3046**  
Contact Person: **Al Tunis - 816.759.1020**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ -			\$ 97,034		
Medical/dental/vision insurance for self	\$ -			\$ 3,670		
Medical/dental/vision insurance for spouse/family	\$ -			\$ 3,427		
Long-term disability for self	\$ -			\$ 538		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ -			\$ 12,271		
Other (please specify)	\$ -					
403B	\$ -			\$ 1,000		
Annual Life Insurance Premium	\$ -			\$ 1,123		\$ 374
Life Insurance	Value					
Annuity	Value					
TOTAL	\$ -	\$ -	\$ -	\$ 119,063	\$ -	\$ 374

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property.)

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ -			\$ -		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
Auto fluids	\$ -			\$ 2,566		
TOTAL	\$ -	\$ -	\$ -	\$ 2,566	\$ -	\$ -



## 2008 President's/Chancellor's Compensation Survey

Name: **E. Bernard Franklin, President**  
Institution: **Metropolitan Community College - Penn Valley**  
Phone: **816.759.1044**  
Contact Person: **Al Tunis - 816.759.1020**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 140,987			\$ 148,036		
Medical/dental/vision insurance for self	\$ 5,159			\$ 5,058		
Medical/dental/vision insurance for spouse/family	\$ 1,752			\$ 2,007		
Long-term disability for self	\$ 804			\$ 844		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 16,807			\$ 19,137		
Other (please specify)						
Special Duty Pay	\$ -			\$ 12,000		
Annual Life Insurance Premium	\$ 1,675		\$ 558	\$ 1,758		\$ 586
Life Insurance	Value					
	\$ 141,000					
Annuity	Value					
<b>TOTAL</b>	<b>\$ 167,184</b>	<b>\$ -</b>	<b>\$ 558</b>	<b>\$ 188,840</b>	<b>\$ -</b>	<b>\$ 586</b>

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property.)

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Auto fluids	\$ 1,446			\$ 1,261		
<b>TOTAL</b>	<b>\$ 1,446</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,261</b>	<b>\$ -</b>	<b>\$ -</b>

## 2008 President's/Chancellor's Compensation Survey

Name: Steven Kurtz  
 Institution: Mineral Area College  
 Phone: 573.518.2129  
 Contact Person: Lisa Clauser

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 120,000			\$ 126,000		
Medical/dental/vision insurance for self	\$ 5,716			\$ 5,743		
Medical/dental/vision insurance for spouse/family	\$ -			\$ -		
Long-term disability for self	\$ 184			\$ 204		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 15,081			\$ 16,459		
Other (please specify)	\$ -			\$ -		
Mid-Year Merit Raise	\$ 116			\$ 116		
Additional life insurance	Value					
Annuity	Value					
<b>TOTAL</b>	<b>\$ 141,097</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 148,522</b>	<b>\$ -</b>	<b>\$ -</b>

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ -			\$ -		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ 6,862			\$ 6,553		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)				\$ -		
Cell Phone Reimbursement	\$ 600			\$ 600		
<b>TOTAL</b>	<b>\$ 7,462</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 7,153</b>	<b>\$ -</b>	<b>\$ -</b>

## 2008 President's/Chancellor's Compensation Survey

Name: Evelyn E. Jorgenson  
 Institution: Moberly Area Community College  
 Phone: 660.263.4110 ext. 204  
 Contact Person: Gary Steffes

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 132,750			\$ 143,420		
Medical/dental/vision insurance for self	\$ 5,263			\$ 6,146		
Medical/dental/vision insurance for spouse/family	\$ -			\$ -		
Long-term disability for self	\$ -			\$ -		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 16,561			\$ 18,701		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$ 154,574	\$ -	\$ -	\$ 168,267	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ -			\$ -		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
Cellular Service	\$ 772			\$ 772		
TOTAL	\$ 772	\$ -	\$ -	\$ 772	\$ -	\$ -

## 2008 President's/Chancellor's Compensation Survey

Name: Dr. Neil Nuttall

Institution: North Central Missouri College

Phone: 660.359.3948

Contact Person: Sharon Barnett, Ext 1500

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 115,761			\$ 115,761		
Medical/dental/vision insurance for self	\$ 4,891			\$ 5,185		
Medical/dental/vision insurance for spouse/family	\$ -			\$ -		
Long-term disability for self	\$ -			\$ -		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 15,342			\$ 16,018		
Other (please specify)	\$ -			\$ -		
Annual Life Insurance Premium	\$ 161			\$ 161		
Life insurance	Value					
	\$ 50,000					
Annuity	Value					
TOTAL	\$ 136,155	\$ -	\$ -	\$ 137,125	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -	\$ 2,002		\$ -	\$ 1,200	
Automobile	\$ -			\$ -		
Automobile allowance (provided for private lease/purchase)	\$ 7,200			\$ 7,200		
Automobile repair/maintenance/mileage	\$ 3,128			\$ 10,000		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ 390			\$ 500		
Other (please specify)						
Medical Examination	\$ -			\$ 500		
TOTAL	\$ 10,718	\$ 2,002	\$ -	\$ 18,200	\$ 1,200	\$ -

Note: The medical insurance for self and the PSRS retirement are provided to all employees. Also all employees are provided 1X their annual salary in a life insurance policy, not to exceed \$50,000.

## 2008 President's/Chancellor's Compensation Survey

Name: Dr. Hal Higdon  
 Institution: Ozarks Technical Community College  
 Phone: 417.447.4835  
 Contact Person: Marla Moody

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 153,746			\$ 200,004		
Medical/dental/vision insurance for self	\$ 4,700			\$ 4,971		
Medical/dental/vision insurance for spouse/family	\$ 8,581		\$ 8,581	\$ 8,516		\$ 8,516
Long-term disability for self	\$ 267			\$ 267		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 19,877			\$ 25,622		
Other (please specify)						
Group Term Life Insurance	\$ 186			\$ 174		
Additional life insurance	Value					
Annuity	Value					
<b>TOTAL</b>	<b>\$ 187,357</b>	<b>\$ -</b>	<b>\$ 8,581</b>	<b>\$ 239,554</b>	<b>\$ -</b>	<b>\$ 8,516</b>

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ 10,994			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ -			\$ -		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ 2,876			\$ 1,891		
Professional development	\$ 21,674			\$ 6,916		
Expense for spouse/family to attend meetings	\$ 450			\$ 584		
Club/other memberships	\$ 1,079			\$ 1,010		
Other (please specify)						
Moving Expenses	\$ -			\$ 10,072		
<b>TOTAL</b>	<b>\$ 37,073</b>			<b>\$ 20,473</b>		

## 2008 President's/Chancellor's Compensation Survey

Name: Dr. John McGuire  
 Institution: St. Charles Community College  
 Phone: 636.922.8300  
 Contact Person: Donna Davis, Vice President for Human Resources

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 150,663			\$ 177,267		
Medical/dental/vision insurance for self	\$ 4,620			\$ 4,851		
Medical/dental/vision insurance for spouse/family	\$ -			\$ -		
Long-term disability for self	\$ 367			\$ 421		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 18,080			\$ 22,158		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$ 173,730	\$ -	\$ -	\$ 204,697	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ 9,000			\$ 9,000		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
TOTAL	\$ 9,000	\$ -	\$ -	\$ 9,000	\$ -	\$ -

## 2008 President's/Chancellor's Compensation Survey

Name: **Henry Shannon - Chancellor (2 Months)**

Institution: **St. Louis Community College**

Phone: **314.539.5208**

Contact Person: **Ron Portman - Supervisor of Payroll**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 194,421			\$ 34,348		
Medical/dental/vision insurance for self	\$ 5,856			\$ 492		
Medical/dental/vision insurance for spouse/family	\$ 5,776			\$ 485		
Long-term disability for self	\$ 420			\$ 35		
Deferred compensation	\$ 15,000		\$ 15,000	\$ 15,000		\$ 15,000
Retirement benefit	\$ 24,033			\$ 4,355		
Other (please specify)						
Unused Vacation	\$ 12,720		\$ 12,720			
Additional life insurance	Value					
Annuity	Value					
<b>TOTAL</b>	<b>\$ 258,226</b>	<b>\$ -</b>	<b>\$ 27,720</b>	<b>\$ 54,715</b>	<b>\$ -</b>	<b>\$ 15,000</b>

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ 1,689			\$ 254		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
<b>TOTAL</b>	<b>\$ 1,689</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 254</b>	<b>\$ -</b>	<b>\$ -</b>

## 2008 President's/Chancellor's Compensation Survey

Name: **Zelema Harris (Interim Chancellor 3 months - Chancellor 8 months)**

Institution: **St. Louis Community College**

Phone: **314.539.5208**

Contact Person: **Ron Portman - Supervisor of Payroll**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ -			\$ 193,913		
Medical/dental/vision insurance for self	\$ -			\$ 5,412		
Medical/dental/vision insurance for spouse/family	\$ -			\$ -		
Long-term disability for self	\$ -			\$ 350		
Deferred compensation	\$ -			\$ 10,252		\$ 10,252
Retirement benefit	\$ -			\$ 24,916		
Other (please specify)						
Housing				\$ 22,667		\$ 22,667
Additional life insurance	Value					
Annuity	Value					
<b>TOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 257,510</b>	<b>\$ -</b>	<b>\$ 32,919</b>

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ -			\$ 1,210		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
<b>TOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,210</b>	<b>\$ -</b>	<b>\$ -</b>



## 2008 President's/Chancellor's Compensation Survey

Name: **Marcia Pfeiffer - President**  
 Institution: **St. Louis Community College - Florissant Valley**  
 Phone: **314.539.5208**  
 Contact Person: **Ron Portman - Supervisor of Payroll**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 120,860			\$ 137,500		
Medical/dental/vision insurance for self	\$ 5,856			\$ 5,904		
Medical/dental/vision insurance for spouse/family	\$ -			\$ -		
Long-term disability for self	\$ 420			\$ 420		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 15,206			\$ 17,925		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$ 142,342	\$ -	\$ -	\$ 161,749	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ 2,145			\$ 1,278		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
TOTAL	\$ 2,145	\$ -	\$ -	\$ 1,278	\$ -	\$ -

## 2008 President's/Chancellor's Compensation Survey

Name: **Morris Johnson - President**

Institution: **St. Louis Community College - Forest Park**

Phone: **314.539.5208**

Contact Person: **Ron Portman - Supervisor of Payroll**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 119,025			\$ 137,500		
Medical/dental/vision insurance for self	\$ 5,856			\$ 5,904		
Medical/dental/vision insurance for spouse/family	\$ -			\$ -		
Long-term disability for self	\$ 420			\$ 420		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 14,986			\$ 17,925		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$ 140,287	\$ -	\$ -	\$ 161,749	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ 1,185			\$ 798		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
TOTAL	\$ 1,185	\$ -	\$ -	\$ 798	\$ -	\$ -

## 2008 President's/Chancellor's Compensation Survey

Name: **Ann Divine (Acting President for 1 month in FY08 and 5 1/2 months for FY07)**  
Institution: **St. Louis Community College - Meramec**  
Phone: **314.539.5208**  
Contact Person: **Ron Portman - Supervisor of Payroll**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 54,793			\$ 11,352		
Medical/dental/vision insurance for self	\$ 2,928			\$ 492		
Medical/dental/vision insurance for spouse/family	\$ 2,888			\$ 485		
Long-term disability for self	\$ 210			\$ 35		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 7,444			\$ 1,481		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
<b>TOTAL</b>	<b>\$ 68,263</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 13,845</b>	<b>\$ -</b>	<b>\$ -</b>

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ 730			\$ 185		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
<b>TOTAL</b>	<b>\$ 730</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 185</b>	<b>\$ -</b>	<b>\$ -</b>

## 2008 President's/Chancellor's Compensation Survey

Name: **Paul Pai (President for 11 months for FY08)**

Institution: **St. Louis Community College - Meramec**

Phone: **314.539.5208**

Contact Person: **Ron Portman - Supervisor of Payroll**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ -			\$ 126,042		
Medical/dental/vision insurance for self	\$ -			\$ 5,891		
Medical/dental/vision insurance for spouse/family	\$ -			\$ 5,823		
Long-term disability for self	\$ -			\$ -		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ -			\$ 16,493		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$ -	\$ -	\$ -	\$ 154,249	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ -			\$ 1,499		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
TOTAL	\$ -	\$ -	\$ -	\$ 1,499	\$ -	\$ -

## 2008 President's/Chancellor's Compensation Survey

Name: **Pamela McIntrye (Acting President 7/1/07-1/17/08 - President 1/18/08-6/30/08)**  
Institution: **St. Louis Community College - Wildwood**  
Phone: **314.539.5208**  
Contact Person: **Ron Portman - Supervisor of Payroll**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ -			\$ 95,541		
Medical/dental/vision insurance for self	\$ -			\$ 5,904		
Medical/dental/vision insurance for spouse/family	\$ -			\$ -		
Long-term disability for self	\$ -			\$ 420		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ -			\$ 16,168		
Other (please specify)						
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$ -	\$ -	\$ -	\$ 118,033	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ -			\$ 919		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
TOTAL	\$ -	\$ -	\$ -	\$ 919	\$ -	\$ -

## 2008 President's/Chancellor's Compensation Survey

Name: Dr. Marsha Drennon  
 Institution: State Fair Community College  
 Phone: 660.530.5825  
 Contact Person: Jauhn Nash

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 132,500			\$ 132,500		
Medical/dental/vision insurance for self	\$ 4,989			\$ 5,360		
Medical/dental/vision insurance for spouse/family	\$ -			\$ -		
Long-term disability for self	\$ -			\$ -		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 17,038			\$ 17,900		
Other (please specify)						
Life insurance	\$ 393			\$ 393		
Additional life insurance	Value					
Annuity	Value					
TOTAL	\$ 154,920	\$ -	\$ -	\$ 156,153	\$ -	\$ -

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ -			\$ -		
Automobile	\$ -			\$ -		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ -			\$ -		
Other (please specify)						
TOTAL	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

## 2008 President's/Chancellor's Compensation Survey

Name: **Dr. John F. Cooper**  
Institution: **Three Rivers Community College**  
Phone: **573.840.9663**  
Contact Person: **Robbie Myers**

### Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2007 Actual Expenditures			FY 2008 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$ 140,935			\$ 147,453		
Medical/dental/vision insurance for self	\$ 4,139			\$ 4,244		
Medical/dental/vision insurance for spouse/family	\$ 157			\$ 157		
Long-term disability for self	\$ -			\$ -		
Deferred compensation	\$ -			\$ -		
Retirement benefit	\$ 21,822		\$ 5,000	\$ 23,502		\$ 5,000
Other (please specify)						
Additional life insurance	Value					
	\$ 21					
Annuity	Value					
TOTAL	\$ 167,074	\$ -	\$ 5,000	\$ 175,356	\$ -	\$ 5,000

### Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2007 Actual Expenditures			FY 2008 Estimated		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$ -			\$ -		
Utilities	\$ -			\$ -		
Housing allowance (provided for private rent/lease/purchase)	\$ -			\$ -		
Housekeeper	\$ -			\$ -		
Custodian, groundskeeper	\$ -			\$ -		
Insurance for personal property	\$ -			\$ -		
Entertainment	\$ 1,452			\$ 1,164		
Automobile	Use Fleet Car			Use Fleet Car		
Automobile allowance (provided for private lease/purchase)	\$ -			\$ -		
Automobile repair/maintenance/mileage	\$ -			\$ -		
Professional development	\$ -			\$ -		
Expense for spouse/family to attend meetings	\$ -			\$ -		
Club/other memberships	\$ 725			\$ 434		
Other (please specify)						
TOTAL	\$ 2,177	\$ -	\$ -	\$ 1,598	\$ -	\$ -